

### ADIB: Health & Safety Policy Statement

It is Abu Dhabi Islamic Bank's commitment to conduct business in the best way to safeguard the health, safety, and welfare of all the people who may be affected by the activities of ADIB including third parties. ADIB firmly believes that all accidents are preventable. As such, ADIB's Health and Safety endeavors strive to address all ADIB operations and employees, including our contractors. Current health and safety legislation and approved codes of practice will be complied with at all times wherever ADIB is active. To achieve these aims, the primary objectives of this Policy are to:

- 1.1 Show the commitment of ADIB's management and workers to health and safety;
- 1.2 Remove or reduce the risks to the health, safety and welfare of all workers, contractors and visitors, and anyone else that may be affected by our business operations;
- 1.3 Ensure all work activities are done safely; and
- 1.4 Minimize as far as reasonably practical Health and Safety incidents.

ADIB is committed to provide all persons within its employ with a safe and healthy work environment. ADIB is also committed to make every reasonable effort to prevent injuries and maintain a healthy environment. In recognition of this we will continue to strive to:

- 2.1 Develop, implement, and maintain programs which prevent injury and illness, as well as achieve targets in line with ADIB's internal Health and Safety Policy and the related procedures in place within the organization.
- 2.2 Meet or exceed all legislative requirements and standards or good practice within the industry, including applicable laws and regulations, as well as commitments to international standards such as the BS ISO 45001:2018..2. identify and mitigate as far as reasonably practical workplace hazards;
- 2.3 Ensure that any significant health and safety risks escalated and considered at senior management level, as appropriate;
- 2.4 Continual improvement of the ADIB H&S management system;
- 2.5 Ensure consultation and participation of workers in ADIB H&S matters; and the success of the health and safety program requires the dedication and participation of all employees.

All employees will be held accountable for implementing the Occupational Health and Safety Program.

**2.6 Response to a Flu pandemic:** will require adherence to local government authorities, as well as consolidated bank wide efforts with all stakeholders with the ultimate objective of ensuring staff, customers, visitors, and others **wellbeing** whilst continuing the ADIB business.